



General Assembly

Amendment

January Session, 2007

LCO No. 7415

SB0110607415SD0

Offered by:
SEN. MCDONALD, 27th Dist.

To: Subst. Senate Bill No. 1106

File No. 615

Cal. No. 509

"AN ACT CONCERNING PROCEDURES FOR THE HEARING OF COMPLAINTS AGAINST STATE CONTRACTORS AND SUBCONTRACTORS BY THE COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES AND THE DOCUMENTATION OF NONDISCRIMINATION POLICIES ADOPTED BY STATE CONTRACTORS."

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

3 "Section 1. Subdivision (8) of section 46a-51 of the general statutes is
4 repealed and the following is substituted in lieu thereof (*Effective July*
5 *1, 2007*):

6 (8) "Discriminatory practice" means a violation of section 4a-60, as
7 amended by this act, 4a-60a, as amended by this act, 4a-60g, 46a-58,
8 46a-59, 46a-60, 46a-64, 46a-64c, 46a-66, 46a-68, [sections] 46a-68c to 46a-
9 68f, inclusive, or 46a-70 to 46a-78, inclusive, subsection (a) of section
10 46a-80 [.] or sections 46a-81b to 46a-81o, inclusive.

11 Sec. 2. Subsections (c) and (d) of section 46a-56 of the general

12 statutes are repealed and the following is substituted in lieu thereof
13 (*Effective July 1, 2007*):

14 (c) If the commission determines through its [complaint procedure]
15 monitoring and compliance procedures that a contractor or
16 subcontractor is not complying with antidiscrimination statutes or
17 contract provisions required under section 4a-60 or 4a-60a, as amended
18 by this act, or the provisions of [section 46a-68c, 46a-68d, 46a-68e or
19 46a-68f, (A)] sections 46a-68c to 46a-68f, inclusive, the commission may
20 issue a complaint pursuant to subsection (c) of section 46a-82, as
21 amended by this act. Such complaint shall be scheduled for a hearing
22 before a hearing officer or human rights referee appointed to act as a
23 presiding officer. Such hearing shall be held in accordance with
24 chapter 54 and section 46a-84, as amended by this act. If, after such
25 hearing, the presiding officer makes a finding of noncompliance with
26 antidiscrimination statutes or contract provisions required under
27 section 4a-60 or 4a-60a, as amended by this act, or the provisions of
28 sections 46a-68c to 46a-68f, inclusive, the presiding officer may: (1)
29 Order the state [shall] to retain two per cent of the total contract price
30 per month on any existing contract with such contractor; [and (B)] (2)
31 prohibit the contractor [shall be prohibited] from participation in any
32 further contracts with state agencies until: [(i)] (A) The expiration of a
33 period of two years from the date of the finding of noncompliance, or
34 [(ii)] (B) the [commission] presiding officer determines that the
35 contractor has adopted policies consistent with such statutes, [The
36 commission] provided the presiding officer shall make such [a]
37 determination [as to whether the contractor has adopted such policies]
38 within forty-five days of [its determination] such finding of
39 noncompliance; [In addition, the commission may do one or more of
40 the following: (1) Publish] (3) publish, or cause to be published, the
41 names of contractors or unions [which it] that the presiding officer has
42 found to be in noncompliance with such provisions; [(2)] (4) notify the
43 Attorney General that, in cases in which there is substantial or material
44 violation or the threat of substantial or material violation of the
45 contractual provisions set forth in section 4a-60 or 4a-60a, as amended

46 by this act, appropriate proceedings should be brought to enforce
47 [those] such provisions, including the enjoining, within the limitations
48 of applicable law, of organizations, individuals or groups who prevent
49 directly or indirectly, or seek to prevent directly or indirectly,
50 compliance with the provisions of [said] section 4a-60 or 4a-60a, as
51 amended by this act; [(3)] (5) recommend to the Equal Employment
52 Opportunity Commission or the Department of Justice that
53 appropriate proceedings be instituted under Title VII of the Civil
54 Rights Act of 1964, when necessary; [(4)] (6) recommend to the
55 appropriate prosecuting authority that criminal proceedings be
56 brought for the furnishing of false information to any contracting
57 agency or to the commission as the case may be; [(5)] (7) order the
58 contractor to bring itself into compliance with antidiscrimination
59 statutes or contract provisions required under section 4a-60 or 4a-60a,
60 as amended by this act, or sections 46a-68c to 46a-68f, inclusive, within
61 a period of thirty days or, for good cause shown, within an additional
62 period of thirty days, and, if such contractor fails to bring itself into
63 such compliance within such time period and such noncompliance is
64 substantial or material or there is a pattern of noncompliance,
65 recommend to the contracting agency that such agency declare the
66 contractor to be in breach of the contract and that such agency pursue
67 all available remedies; or (8) order the contracting agency to refrain
68 from entering into further contracts, or [extension] extensions or other
69 modifications of existing contracts, with any noncomplying contractor,
70 until such contractor has satisfied the commission that such contractor
71 has established and will carry out personnel and employment policies
72 in compliance with antidiscrimination statutes and the provisions of
73 section 4a-60 or 4a-60a, as amended by this act, and sections 46a-68c to
74 46a-68f, inclusive. The commission shall adopt regulations, in
75 accordance with chapter 54, to implement the provisions of this
76 section.

77 (d) If the commission determines, through its [complaint procedure
78 and after a hearing held in accordance with chapter 54] monitoring
79 and compliance procedures and after a complaint is filed and a hearing

80 is held pursuant to subsection (c) of this section, that, with respect to a
81 state contract, a contractor, subcontractor or supplier of materials has
82 (1) fraudulently qualified as a minority business enterprise, or (2)
83 performed services or supplied materials on behalf of another
84 contractor, subcontractor or supplier of materials knowing (A) that
85 such other contractor, subcontractor or supplier has fraudulently
86 qualified as a minority business enterprise in order to comply with
87 antidiscrimination statutes or contract provisions required under
88 section 4a-60 or 4a-60a, as amended by this act, and (B) that such
89 services or materials are to be used in connection with a contract
90 entered into pursuant to subsection (b) of section 4a-60g, [it] the
91 hearing officer or human rights referee before whom such hearing was
92 held shall assess a civil penalty of not more than ten thousand dollars
93 upon such contractor, subcontractor or supplier of materials. The
94 Attorney General, upon complaint of the commission, shall institute a
95 civil action in the superior court for the judicial district of Hartford to
96 recover such penalty. Any penalties recovered pursuant to this
97 subsection shall be deposited in a special fund and shall be held by the
98 State Treasurer separate and apart from all other moneys, funds and
99 accounts. The resources in such fund shall, pursuant to regulations
100 adopted by the commission in accordance with the provisions of
101 chapter 54, be used to assist minority business enterprises. As used in
102 this section, "minority business enterprise" means any contractor,
103 subcontractor or supplier of materials fifty-one per cent or more of the
104 capital stock, if any, or assets of which is owned by a person or
105 persons: [(1)] (i) Who are active in the daily affairs of the enterprise;
106 [(2)] (ii) who have the power to direct the management and policies of
107 the enterprise; and [(3)] (iii) who are members of a minority, as [such
108 term is] defined in subsection (a) of section 32-9n.

109 Sec. 3. Section 46a-68i of the general statutes is repealed and the
110 following is substituted in lieu thereof (*Effective July 1, 2007*):

111 The commission or any contractor or subcontractor aggrieved by a
112 decision of the hearing officer or human rights referee following a
113 hearing held pursuant to [section 46a-68h] subsection (c) of section

114 46a-56, as amended by this act, shall have a right of appeal to the
115 Superior Court as provided for in section 4-183. Such appeal shall be
116 privileged in order of assignment of trial.

117 Sec. 4. Section 46a-81r of the general statutes is repealed and the
118 following is substituted in lieu thereof (*Effective July 1, 2007*):

119 Nothing in sections 4a-60a, as amended by this act, 45a-726a, 46a-51,
120 as amended by this act, 46a-54, 46a-56, as amended by this act, 46a-63,
121 46a-64b, 46a-65, 46a-67, 46a-68b [,] and 46a-81a to 46a-81q, inclusive,
122 subsection [(d)] (e) of section 46a-82, as amended by this act,
123 subsection (a) of section 46a-83, as amended by this act, and sections
124 46a-86, as amended by this act, 46a-89, 46a-90a, 46a-98, 46a-98a and
125 46a-99 shall be deemed or construed (1) to mean the state of
126 Connecticut condones homosexuality or bisexuality or any equivalent
127 lifestyle, (2) to authorize the promotion of homosexuality or
128 bisexuality in educational institutions or require the teaching in
129 educational institutions of homosexuality or bisexuality as an
130 acceptable lifestyle, (3) to authorize or permit the use of numerical
131 goals or quotas, or other types of affirmative action programs, with
132 respect to homosexuality or bisexuality in the administration or
133 enforcement of the provisions of sections 4a-60a, as amended by this
134 act, 45a-726a, 46a-51, as amended by this act, 46a-54, 46a-56, as
135 amended by this act, 46a-63, 46a-64b, 46a-65, 46a-67, 46a-68b [,] and
136 46a-81a to 46a-81q, inclusive, subsection [(d)] (e) of section 46a-82, as
137 amended by this act, subsection (a) of section 46a-83, as amended by
138 this act, and sections 46a-86, as amended by this act, 46a-89, 46a-90a,
139 46a-98, 46a-98a and 46a-99, (4) to authorize the recognition of or the
140 right of marriage between persons of the same sex, or (5) to establish
141 sexual orientation as a specific and separate cultural classification in
142 society.

143 Sec. 5. Section 46a-82 of the general statutes is repealed and the
144 following is substituted in lieu thereof (*Effective July 1, 2007*):

145 (a) Any person claiming to be aggrieved by an alleged

146 discriminatory practice, except for an alleged violation of section 4a-
147 60g or 46a-68 or the provisions of sections 46a-68c to 46a-68f, inclusive,
148 may, by himself or [his] herself or by such person's attorney, make,
149 sign and file with the commission a complaint in writing under oath,
150 which shall state the name and address of the person alleged to have
151 committed the discriminatory practice, and which shall set forth the
152 particulars thereof and contain such other information as may be
153 required by the commission. After the filing of a complaint pursuant to
154 this subsection, the commission shall serve upon the person claiming
155 to be aggrieved a notice that: (1) Acknowledges receipt of the
156 complaint; and (2) advises of the time frames and choice of forums
157 available under this chapter.

158 (b) The commission, whenever it has reason to believe that any
159 person has been engaged or is engaged in a discriminatory practice,
160 may issue a complaint, except for a violation of subsection (a) of
161 section 46a-80.

162 (c) The commission, whenever it has reason to believe that any
163 contractor or subcontractor is not complying with antidiscrimination
164 statutes or contract provisions required under section 4a-60, 4a-60a, as
165 amended by this act, or 4a-60g or the provisions of sections 46a-68c to
166 46a-68f, inclusive, may issue a complaint.

167 [(c)] (d) The commission may issue a complaint if: (1) An affirmative
168 action plan filed pursuant to section 46a-68 is in violation of any of the
169 provisions of section 4-61u or 4-61w, sections 46a-54 to 46a-64,
170 inclusive, section 46a-64c or sections 46a-70 to 46a-78, inclusive; or (2)
171 an agency, department, board or commission fails to submit an
172 affirmative action plan required under section 46a-68.

173 [(d)] (e) Any employer whose employees, or any of them, refuse or
174 threaten to refuse to comply with the provisions of section 46a-60 or
175 46a-81c [,] may file with the commission a written complaint under
176 oath asking for assistance by conciliation or other remedial action.

177 [(e)] (f) Any complaint filed pursuant to this section must be filed

178 within one hundred and eighty days after the alleged act of
179 discrimination, except that any complaint by a person claiming to be
180 aggrieved by a violation of subsection (a) of section 46a-80 must be
181 filed within thirty days of the alleged act of discrimination.

182 Sec. 6. Subsection (a) of section 46a-83 of the general statutes is
183 repealed and the following is substituted in lieu thereof (*Effective July*
184 *1, 2007*):

185 (a) Within twenty days after the filing of any discriminatory practice
186 complaint pursuant to subsection (a) or (b) of section 46a-82, as
187 amended by this act, or an amendment to such complaint adding an
188 additional respondent, the commission shall cause the complaint to be
189 served upon the respondent together with a notice (1) identifying the
190 alleged discriminatory practice, and (2) advising of the procedural
191 rights and obligations of a respondent under this chapter. The
192 respondent shall file a written answer to the complaint under oath
193 with the commission within thirty days of receipt of the complaint,
194 provided a respondent may request, and the commission may grant,
195 for good cause shown, one extension of time of fifteen days within
196 which to file an answer to a complaint. The answer to any complaint
197 alleging a violation of section 46a-64c or 46a-81e shall be filed within
198 ten days of receipt.

199 Sec. 7. Section 46a-84 of the general statutes is repealed and the
200 following is substituted in lieu thereof (*Effective July 1, 2007*):

201 (a) If the investigator fails to eliminate a discriminatory practice
202 complained of pursuant to subsection (a) or (b) of section 46a-82, as
203 amended by this act, within fifty days of a finding of reasonable cause,
204 [he] the investigator shall, within ten days, certify the complaint and
205 the results of the investigation to the executive director of the
206 commission and to the Attorney General.

207 (b) Upon certification of [the] a complaint filed pursuant to
208 subsection (a) or (b) of section 46a-82, as amended by this act, or upon
209 the filing of a complaint pursuant to subsection (c) of said section, the

210 [executive director of the commission or his designee] Chief Human
211 Rights Referee shall appoint, for a complaint filed pursuant to said
212 subsection (a) or (b), a hearing officer, hearing adjudicator or human
213 rights referee, and for a complaint filed pursuant to said subsection (c),
214 a hearing officer or human rights referee, to act as a presiding officer to
215 hear the complaint or to conduct settlement negotiations and shall
216 cause to be issued and served in the name of the commission a written
217 notice, together with a copy of the complaint, as the same may have
218 been amended, requiring the respondent to answer the charges of the
219 complaint at a hearing before the presiding officer or hearing
220 adjudicator at a time and place to be specified in the notice, [provided
221 such] A hearing on a complaint filed pursuant to subsection (a) or (b)
222 of section 46a-82, as amended by this act, shall be commenced by
223 convening a hearing conference not later than forty-five days after the
224 certification of the complaint. [The] Such hearing shall be a de novo
225 hearing on the merits of the complaint and not an appeal of the
226 commission's processing of the complaint prior to its certification. [The
227 hearing] A hearing on a complaint filed pursuant to subsection (c) of
228 section 46a-82, as amended by this act, shall be commenced by
229 convening a hearing conference not later than twenty days after the
230 date of notice of such complaint. Hearings shall proceed with
231 reasonable dispatch and be concluded in accordance with the
232 provisions of section 4-180.

233 (c) The place of any hearing may be the office of the commission or
234 another place designated by [it] the commission.

235 (d) The case in support of the complaint shall be presented at the
236 hearing by the Attorney General, who shall be counsel for the
237 commission, or by a commission legal counsel as provided in section
238 46a-55, as the case may be. If the Attorney General or the commission
239 legal counsel determines that a material mistake of law or fact has been
240 made in the finding of reasonable cause [, he] on a complaint filed
241 pursuant to subsection (a) or (b) of section 46a-82, as amended by this
242 act, the Attorney General or the commission legal counsel may
243 withdraw the certification of the complaint and remand the file to the

investigator for further action. The complainant may be represented by an attorney of [his] the complainant's own choice. If the Attorney General or the commission legal counsel, as the case may be, determines that the interests of the state will not be adversely affected, the attorney for the complainant shall present all or part of the case in support of the complaint. No commissioner may participate in the deliberations of the presiding officer in the case.

(e) A hearing officer, hearing adjudicator, human rights referee or attorney who volunteers service pursuant to subdivision (18) of section 46a-54 may supervise settlement endeavors, or, in employment discrimination cases only, the complainant and respondent, with the permission of the commission, may engage in alternate dispute resolution endeavors for not more than three months. The cost of such alternate dispute resolution endeavors shall be borne by the complainant or the respondent, or both, and not by the commission. Any endeavors or negotiations for conciliation, settlement or alternate dispute resolution shall not be received in evidence.

(f) The respondent may file a written answer to the complaint under oath and appear at the hearing in person or otherwise, with or without counsel, and submit testimony and be fully heard. If the respondent fails to file a written answer prior to the hearing within the time limits established by regulation adopted by the commission in accordance with chapter 54 or fails to appear at the hearing after notice in accordance with section 4-177, the presiding officer or hearing adjudicator may enter an order of default and order such relief as is necessary to eliminate the discriminatory practice and make the complainant whole. The commission or the complainant may petition the Superior Court for enforcement of any such order for relief pursuant to the provisions of section 46a-95.

(g) The presiding officer or hearing adjudicator conducting any hearing shall permit reasonable amendment to any complaint or answer and the testimony taken at the hearing shall be under oath and be transcribed at the request of any party.

277 Sec. 8. Section 46a-86 of the general statutes is repealed and the
278 following is substituted in lieu thereof (*Effective July 1, 2007*):

279 (a) If, upon all the evidence presented at the hearing conducted
280 pursuant to section 46a-84, as amended by this act, the presiding
281 officer finds that a respondent has engaged in any discriminatory
282 practice, the presiding officer shall state [his] the presiding officer's
283 findings of fact and shall issue and file with the commission and cause
284 to be served on the respondent an order requiring the respondent to
285 cease and desist from the discriminatory practice and further requiring
286 the respondent to take such affirmative action as in the judgment of
287 the presiding officer will effectuate the purpose of this chapter.

288 (b) In addition to any other action taken [hereunder] under this
289 section, upon a finding of a discriminatory employment practice, the
290 presiding officer may order the hiring or reinstatement of employees,
291 with or without back pay, or restoration to membership in any
292 respondent labor organization, provided, liability for back pay shall
293 not accrue from a date more than two years prior to the filing or
294 issuance of the complaint and, provided further, interim earnings,
295 including unemployment compensation and welfare assistance or
296 amounts which could have been earned with reasonable diligence on
297 the part of the person to whom back pay is awarded shall be deducted
298 from the amount of back pay to which such person is otherwise
299 entitled. The amount of any such deduction for interim unemployment
300 compensation or welfare assistance shall be paid by the respondent to
301 the commission which shall transfer such amount to the appropriate
302 state or local agency.

303 (c) In addition to any other action taken [hereunder] under this
304 section, upon a finding of a discriminatory practice prohibited by
305 section 46a-58, 46a-59, 46a-64, 46a-64c, 46a-81b, 46a-81d or 46a-81e, the
306 presiding officer shall determine the damage suffered by the
307 complainant, which damage shall include, but not be limited to, the
308 expense incurred by the complainant for obtaining alternate housing
309 or space, storage of goods and effects, moving costs and other costs

310 actually incurred by [him] the complainant as a result of such
311 discriminatory practice and shall allow reasonable attorney's fees and
312 costs.

313 (d) In addition to any other action taken [hereunder] under this
314 section, upon a finding of a discriminatory practice prohibited by
315 section 46a-66 or 46a-81f, the presiding officer shall issue and file with
316 the commission and cause to be served on the respondent an order
317 requiring the respondent to pay the complainant the damages
318 resulting from the discriminatory practice.

319 (e) In addition to any other action taken under this section, upon a
320 finding of noncompliance with antidiscrimination statutes or contract
321 provisions required under section 4a-60 or 4a-60a, as amended by this
322 act, or the provisions of sections 46a-68c to 46a-68f, inclusive, the
323 presiding officer shall issue and file with the commission and cause to
324 be served on the respondent an order with respect to any remedial
325 action imposed by the presiding officer pursuant to subsection (c) or
326 (d) of section 46a-56, as amended by this act.

327 [(e)] (f) If, upon all the evidence and after a complete hearing, the
328 presiding officer finds that the respondent has not engaged in any
329 alleged discriminatory practice, the presiding officer shall state [his]
330 the presiding officer's findings of fact and shall issue and file with the
331 commission and cause to be served on the respondent an order
332 dismissing the complaint.

333 [(f)] (g) Any payment received by a complainant under this chapter
334 or under any equivalent federal antidiscrimination law, either as a
335 settlement of a claim or as an award made in a judicial or
336 administrative proceeding, shall not be considered as income,
337 resources or assets for the purpose of determining the eligibility of or
338 amount of assistance to be received by such person in the month of
339 receipt or the three months following receipt under the state
340 supplement program, Medicaid or any other medical assistance
341 program, temporary family assistance program, state-administered

342 general assistance program, or the temporary assistance for needy
343 families program. After such time period, any remaining funds shall
344 be subject to state and federal laws governing such programs,
345 including, but not limited to, provisions concerning individual
346 development accounts, as defined in section 31-51ww.

347 Sec. 9. Subsection (a) of section 4a-60 of the general statutes is
348 repealed and the following is substituted in lieu thereof (*Effective from*
349 *passage*):

350 (a) Every contract to which the state or any political subdivision of
351 the state other than a municipality is a party shall contain the
352 following provisions: (1) The contractor agrees and warrants that in
353 the performance of the contract such contractor will not discriminate
354 or permit discrimination against any person or group of persons on the
355 grounds of race, color, religious creed, age, marital status, national
356 origin, ancestry, sex, mental retardation or physical disability,
357 including, but not limited to, blindness, unless it is shown by such
358 contractor that such disability prevents performance of the work
359 involved, in any manner prohibited by the laws of the United States or
360 of the state of Connecticut. The contractor further agrees to take
361 affirmative action to insure that applicants with job-related
362 qualifications are employed and that employees are treated when
363 employed without regard to their race, color, religious creed, age,
364 marital status, national origin, ancestry, sex, mental retardation, or
365 physical disability, including, but not limited to, blindness, unless it is
366 shown by such contractor that such disability prevents performance of
367 the work involved; (2) the contractor agrees, in all solicitations or
368 advertisements for employees placed by or on behalf of the contractor,
369 to state that it is an "affirmative action-equal opportunity employer" in
370 accordance with regulations adopted by the commission; (3) the
371 contractor agrees to provide each labor union or representative of
372 workers with which such contractor has a collective bargaining
373 agreement or other contract or understanding and each vendor with
374 which such contractor has a contract or understanding, a notice to be
375 provided by the commission advising the labor union or workers'

376 representative of the contractor's commitments under this section, and
377 to post copies of the notice in conspicuous places available to
378 employees and applicants for employment; (4) the contractor agrees to
379 comply with each provision of this section and sections 46a-68e and
380 46a-68f and with each regulation or relevant order issued by said
381 commission pursuant to sections 46a-56, as amended by this act, 46a-
382 68e and 46a-68f; (5) the contractor agrees to provide the Commission
383 on Human Rights and Opportunities with such information requested
384 by the commission, and permit access to pertinent books, records and
385 accounts, concerning the employment practices and procedures of the
386 contractor as relate to the provisions of this section and section 46a-56,
387 as amended by this act. If the contract is a public works contract, the
388 contractor agrees and warrants that he will make good faith efforts to
389 employ minority business enterprises as subcontractors and suppliers
390 of materials on such public works project. Prior to entering into the
391 contract, the contractor shall provide the state or such political
392 subdivision of the state with documentation in the form of a company
393 or corporate policy adopted by resolution of the board of directors,
394 shareholders, managers, members or other governing body of such
395 contractor to support the nondiscrimination agreement and warranty
396 under subdivision (1) of this subsection. For the purposes of this
397 section, "contract" includes any extension or modification of the
398 contract, and "contractor" includes any successors or assigns of the
399 contractor.

400 Sec. 10. Subsection (a) of section 4a-60a of the general statutes is
401 repealed and the following is substituted in lieu thereof (*Effective from*
402 *passage*):

403 (a) Every contract to which the state or any political subdivision of
404 the state other than a municipality is a party shall contain the
405 following provisions: (1) The contractor agrees and warrants that in
406 the performance of the contract such contractor will not discriminate
407 or permit discrimination against any person or group of persons on the
408 grounds of sexual orientation, in any manner prohibited by the laws of
409 the United States or of the state of Connecticut, and that employees are

410 treated when employed without regard to their sexual orientation; (2)
 411 the contractor agrees to provide each labor union or representative of
 412 workers with which such contractor has a collective bargaining
 413 agreement or other contract or understanding and each vendor with
 414 which such contractor has a contract or understanding, a notice to be
 415 provided by the Commission on Human Rights and Opportunities
 416 advising the labor union or workers' representative of the contractor's
 417 commitments under this section, and to post copies of the notice in
 418 conspicuous places available to employees and applicants for
 419 employment; (3) the contractor agrees to comply with each provision
 420 of this section and with each regulation or relevant order issued by
 421 said commission pursuant to section 46a-56, as amended by this act; (4)
 422 the contractor agrees to provide the Commission on Human Rights
 423 and Opportunities with such information requested by the
 424 commission, and permit access to pertinent books, records and
 425 accounts, concerning the employment practices and procedures of the
 426 contractor which relate to the provisions of this section and section
 427 46a-56, as amended by this act. Prior to entering into the contract, the
 428 contractor shall provide the state or such political subdivision of the
 429 state with documentation in the form of a company or corporate policy
 430 adopted by resolution of the board of directors, shareholders,
 431 managers, members or other governing body of such contractor to
 432 support the nondiscrimination agreement and warranty under
 433 subdivision (1) of this subsection. For the purposes of this section,
 434 "contract" includes any extension or modification of the contract, and
 435 "contractor" includes any successors or assigns of the contractor.

436 Sec. 11. Section 46a-68h of the general statutes is repealed. (*Effective*
 437 *July 1, 2007*)"

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2007</i>	46a-51(8)
Sec. 2	<i>July 1, 2007</i>	46a-56(c) and (d)
Sec. 3	<i>July 1, 2007</i>	46a-68i

Sec. 4	<i>July 1, 2007</i>	46a-81r
Sec. 5	<i>July 1, 2007</i>	46a-82
Sec. 6	<i>July 1, 2007</i>	46a-83(a)
Sec. 7	<i>July 1, 2007</i>	46a-84
Sec. 8	<i>July 1, 2007</i>	46a-86
Sec. 9	<i>from passage</i>	4a-60(a)
Sec. 10	<i>from passage</i>	4a-60a(a)
Sec. 11	<i>July 1, 2007</i>	Repealer section